EXHIBIT E

SolarWinds KBT Offsite

DOIT and R&D
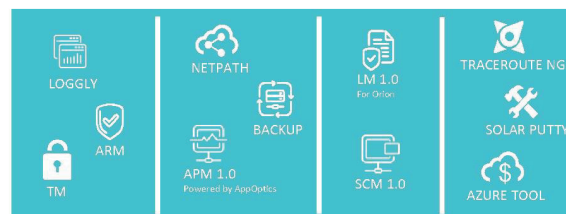
There were a lot of moving variables this year:
Acquisitions have caused pain (Threat Monitor was funded at 62.8% of original ask, so needed to move people around to get work completed)
Loggly had huge attrition issues (needed to pull SRE and Data Engineering to fix Loggly stability)
New initiatives were introduced on already thin team (IP Monitor, SolarWinds APM, etc.)

Needed to dramatically cut Cloud R&D budget
Core IT engineering was reeling from cuts heading into FY18

Executive Summary

DOIT

DOIT remains focused on increasing business value through improved alignment, project execution, system standardization, and security maturity

- **Business Alignment** *(monthly business reviews, steering committees, prioritized portfolio, publish project status)*
- **Project Delivery** *(successfully deployed 58 new / upgraded services into production)*
- **Tool Rationalization** *(Marketing, Engineering)* **and system migration to support Acquisition Integration** *(Loggly, TM and 8Man)*
- **Security Operations** *(manage incidents, define tools / standards, audit risk)*

- *Staffed to execute system business requirements (not to negotiate cross functional business conflicts)*
- *Rise in security incidents is disruptive to operations*
- *Resource constraints necessitate prioritization / sequencing of business requests*

2018 YTD Project Execution

	Q1 2018	Q2 2018	Q3 2018	Q4 2018
Complete	15	30	42	58
In Progress	42	39	48	40
Qtrly Delivery	15	15	12	16

- *Recommend investment in acquisition integration project management (cross functional efforts)*
- *Investment required to build proactive security practice (reduce cost of incident management)*
- *Request leadership support / acceptance of priorities / schedule*

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People & Teams

DOIT & RnD

Current Organization Structure
Directors & Up

FY18 Key Changes:
- **CORE IT** Engineering organized by product-first (instead of geography-first)
- **Cloud Engineering** moved under one leader, organized by product, expanded into Brno and DevOps moved under Chris Day
- **MSP Engineering** moved under one leader (August)
- Introduction of **RnD Operations** (Marta)
- Introduction of **Business Development Engineering** (Ross)
- Introduction of **Fed Chief Architect** (Paul P.)
- Acquired **Loggly** into Cloud Org Structure (Keith), and **Trusted Metrics** (Joe) and **8Man** (Steve) into Core IT Org Structure

Group Vice President: 2
Vice President: 6
Senior Director: 12
Director: 24

* 15 Direct Reports
* 795 R&D (as of Nov 1st)
* 146 DOIT (as of Nov 1st)
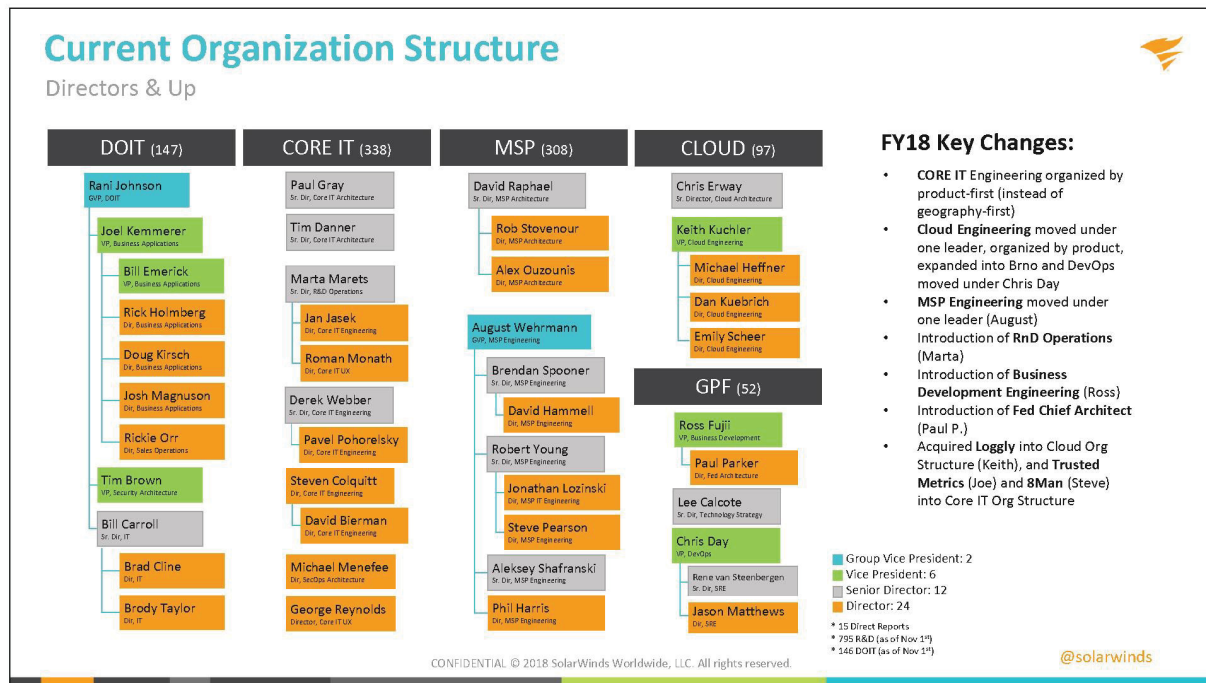
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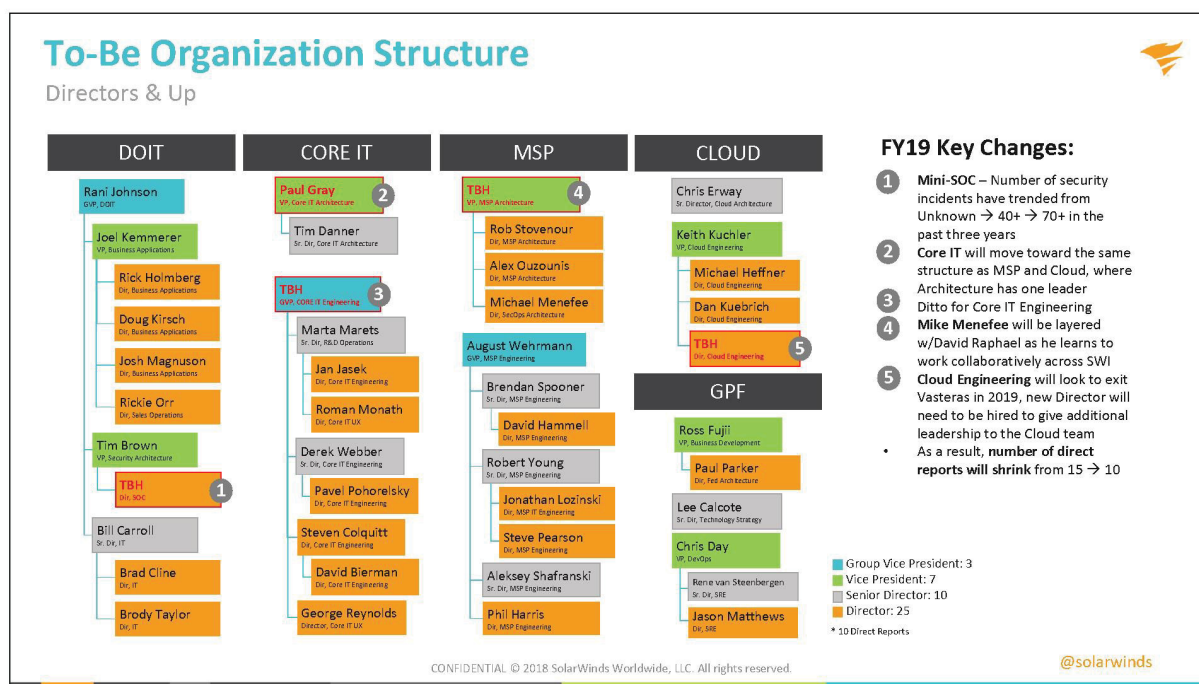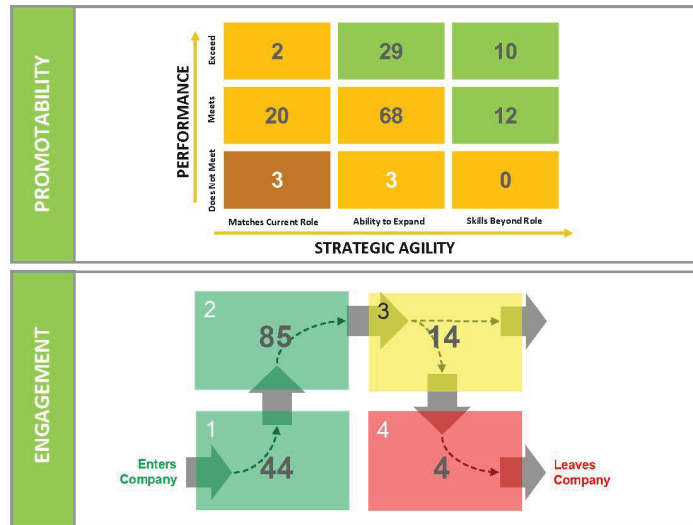@solarwinds

FY18 Org Structure changes were to enable us to scale better moving forward, and help create speed in decision making in regards to products

To-Be Organization Structure
Directors & Up

DOIT	CORE IT	MSP	CLOUD

DOIT
- Rani Johnson — GVP, DOIT
- Joel Kemmerer — VP, Business Applications
  - Rick Holmberg — Dir, Business Applications
  - Doug Kirsch — Dir, Business Applications
  - Josh Magnuson — Dir, Business Applications
  - Rickie Orr — Dir, Sales Operations
- Tim Brown — VP, Security Architecture
  - TBH — Dir, SOC **(1)**
- Bill Carroll — Sr. Dir, IT
  - Brad Cline — Dir, IT
  - Brody Taylor — Dir, IT

CORE IT
- Paul Gray — VP, Core IT Architecture **(2)**
  - Tim Danner — Sr. Dir, Core IT Architecture
- TBH — GVP, CORE IT Engineering **(3)**
  - Marta Marets — Sr. Dir, R&D Operations
    - Jan Jasek — Dir, Core IT Engineering
    - Roman Monath — Dir, Core IT UX
  - Derek Webber — Sr. Dir, Core IT Engineering
    - Pavel Pohorelsky — Dir, Core IT Engineering
  - Steven Colquitt — Dir, Core IT Engineering
    - David Bierman — Dir, Core IT Engineering
  - George Reynolds — Director, Core IT UX

MSP
- TBH — VP, MSP Architecture **(4)**
  - Rob Stovenour — Dir, MSP Architecture
  - Alex Ouzounis — Dir, MSP Architecture
  - Michael Menefee — Dir, SecOps Architecture
- August Wehrmann — GVP, MSP Engineering
  - Brendan Spooner — Sr. Dir, MSP Engineering
    - David Hammell — Dir, MSP Engineering
  - Robert Young — Sr. Dir, MSP Engineering
    - Jonathan Lozinski — Dir, MSP IT Engineering
    - Steve Pearson — Dir, MSP Engineering
  - Aleksey Shafranski — Sr. Dir, MSP Engineering
  - Phil Harris — Dir, MSP Engineering

CLOUD
- Chris Erway — Sr. Director, Cloud Architecture
- Keith Kuchler — VP, Cloud Engineering
  - Michael Heffner — Dir, Cloud Engineering
  - Dan Kuebrich — Dir, Cloud Engineering
  - TBH — Dir, Cloud Engineering **(5)**

GPF
- Ross Fujii — VP, Business Development
  - Paul Parker — Dir, Fed Architecture
- Lee Calcote — Sr. Dir, Technology Strategy
- Chris Day — VP, DevOps
  - Rene van Steenbergen — Sr. Dir, SRE
  - Jason Matthews — Dir, SRE

FY19 Key Changes:

1. **Mini-SOC** – Number of security incidents have trended from Unknown → 40+ → 70+ in the past three years
2. **Core IT** will move toward the same structure as MSP and Cloud, where Architecture has one leader
3. Ditto for Core IT Engineering
4. **Mike Menefee** will be layered w/David Raphael as he learns to work collaboratively across SWI
5. **Cloud Engineering** will look to exit Vasteras in 2019, new Director will need to be hired to give additional leadership to the Cloud team
- As a result, **number of direct reports will shrink** from 15 → 10

Legend:
- Group Vice President: 3
- Vice President: 7
- Senior Director: 10
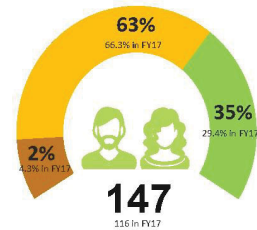- Director: 25
- * 10 Direct Reports

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FY19 Org Structure changes will be to ensure that we are continuing to move additional responsibilities to my direct staff so that bandwidth will be available for me to help on larger programs (e.g. Grow Together)

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Initiatives

DOIT & RnD

FY18 Initiatives
R&D

Division	Theme	Dept	Description	FY18 Budget	FY18 Projected Bookings	Notes
Core IT	New Product	Engineering	Orion Logs	$392K/Qtr. ($1.567M for FY18)	$3.749M ($9.027M for FY19)	RTM one month earlier to get ahead on marketing product
Core IT	New Product	Engineering	SCM	$0	$544K ($3.536M for FY19)	RTM one month earlier to get ahead on marketing product; funded internally from other teams
All	New Product	Engineering	Alert Management	$0	$0 ($2.843M for FY19)	Initiative killed in favor of OEM
Core IT, MSP	M&A	Engineering	Project Tarheel (TM)	$153K Q3, $416K Q4 ($569K for FY18)	$294K Q4 ($4.2M FY19)	Initial budget ask was for 427K Q3, 480K Q4
Core IT	New Product	Engineering	Project Lazarus (IPM)	$0	$616K Q4 43K Q3 Actual ($4.378M FY19)	Funded internally from other teams
Core IT	New Product	Engineering	SolarWinds APM	$0	$190K Q4 ($3.027M FY19)	Shifting of priorities for existing teams
Core IT	M&A	Engineering	Project Empire (ARM)	Flat for FY18 ($2.862M FY19)	$2.845M Q4 ($12.609M FY19)	

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Note: $2.6M incremental projects were funded and then later cut:
GVP Core IT Engineering
Project Tarheel funding
Project Oculus
Fed and Compliance
SAM templates
FIPS compliance for DPA
Flash Replacement for LEM
Backup Integration into SAM

FY18 Initiatives
DOIT

Division	Theme	Dept	Description	FY18 Budget	FY18 Projected Bookings	Notes
MSPI	Billing Consolidation	Biz Apps	The Billing Platform Implementation	$450k $100k recurring	Risk Mgmt / Rev Protection	Implement BillingPlatform (retire Zuora UK).. Migration MSP Mail, Backup, Mail Assure. Services / Subscription
Core IT	CRM Consolidation	Biz Apps	Move Renewals from NetSuite to Core SFDC	$400k	Management Visibility	Bluewolf services - config and data migration
Core IT	CRM Consolidation	Biz Apps	Retire IBA, Migrate to SFDC	$100k	Management Visibility	Bluewolf services - config and data migration
Core IT	Customer Portal	Biz Apps	CMS for Customer Portal	$100k $50k recurring	Rev Protection	Personalized content/marketing
Core IT / Cloud	Product Request Processor (PRP)	Biz Apps	Product Request Processor (PRP)	$144k	TBD	Services to design and build framework to enable attribution and product usage detail for marketing / reporting. 4 staff Aug, 6 months
Cloud	CRM Consolidation	Biz Apps	Migrate Cloud SFDC to the Core Instance	$150k	Management Visibility	Bluewolf services - config and data migration
Cloud	Billing Consolidation	Biz Apps	Cloud Billing Enablement / Migration	$250k	Risk Mgmt / Rev Protection	Services to support Cloud billing priorities including CPQ, billing customizations, migration
Cloud	eCommerce	Biz Apps	Implement Magento	$200k	TBD	$100k professional services, $100k staff aug

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FY18 Initiatives

DOIT

Division	Theme	Dept	Description	FY18 Budget	FY18 Projected Bookings	Notes
All	Security	InfoSec	Security Operations Center	$250k recurring	Risk Mgmt / Rev Protection	24x7 Operations to detect, analyze and manage security events
All	Security	InfoSec	PEN Testing	$50K recurring	Risk Mgmt / Rev Protection	Unfunded in FY18. Plan to PEN test 8-10 products in 2019
All	Security	InfoSec	Privilege Account Management (PAM)	$33k recurring	Risk Mgmt / Rev Protection	Expansion to manage all service accounts. Required to meeting minimum organization measures stipulated by multiple security / data privacy regulations
All	Security	InfoSec	Security Training / Risk Remediation	$50k	Risk Mgmt / Rev Protection	Content, tools and consultants to develop a proactive security practice. Training materials, tracking / audit
All	Disaster Recovery	IT OPs	Austin Office DR (flood protection)	$300k CAPEX / $200k $40k / recurring	Risk Mgmt / Rev Protection	Build out Public cloud infrastructure for for DR. Migrate critical services in AUS lacking redundancy to TX2 (VxRail, dedicated network, additional compute)
All	Product Demo / Feedback	IT OPs	Monitoring Operations Center / Showcase	$300k CAPEX $35k	Training / Feedback	Live Operations center / showcase that is visually captivating for visitors, engaging for employee training, demos and product feedback
All	Help Desk / Issue Management	IT OPs	Help Desk / Issue Mgmt Integration	$30k recurring	Operational Efficiencies	WHD Integration / transition to JIRA Helpdesk to provide improve issue management integration

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